



State Board of Education Workshop TEAM Update

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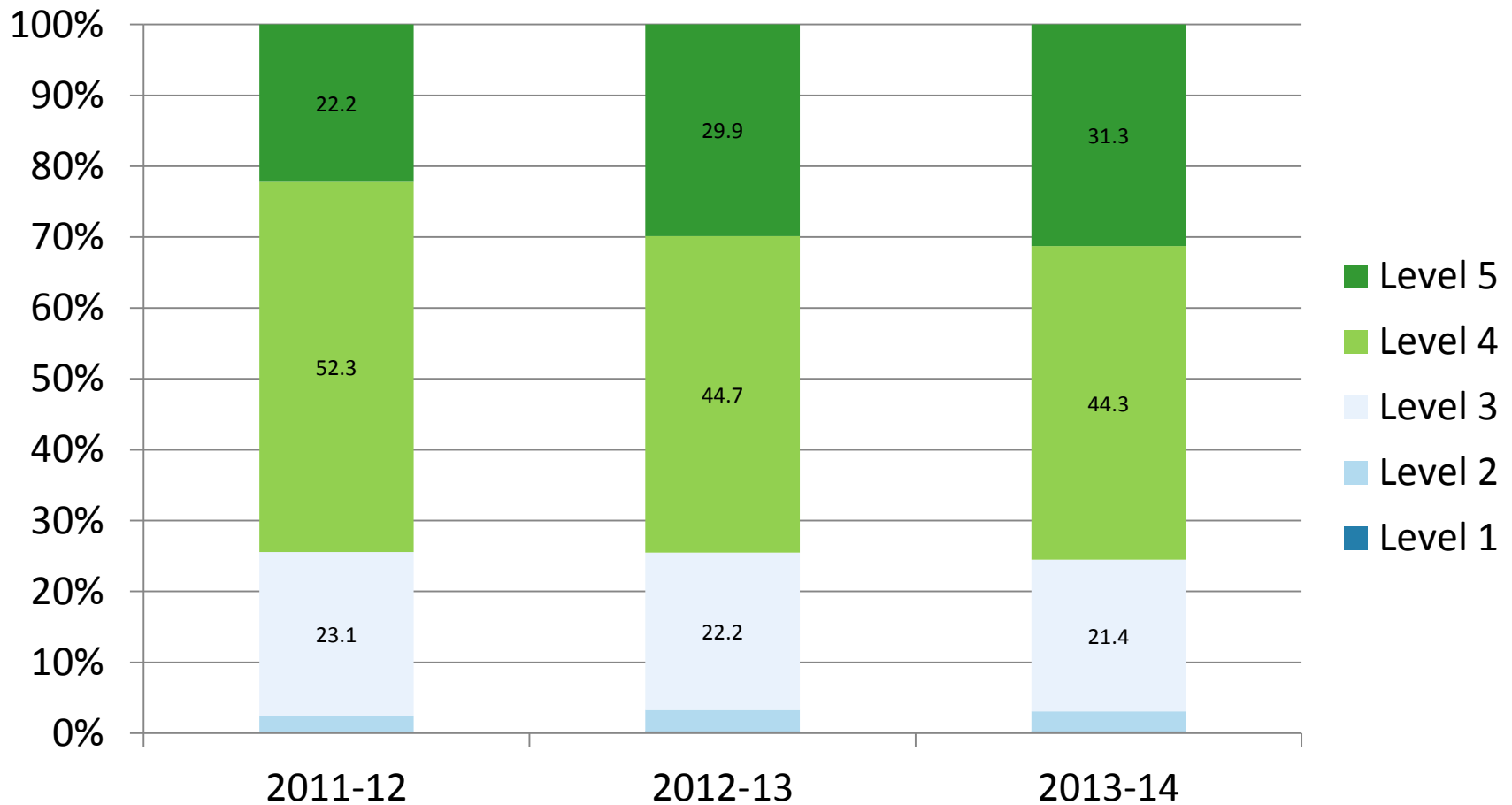
July 25, 2013

Overview

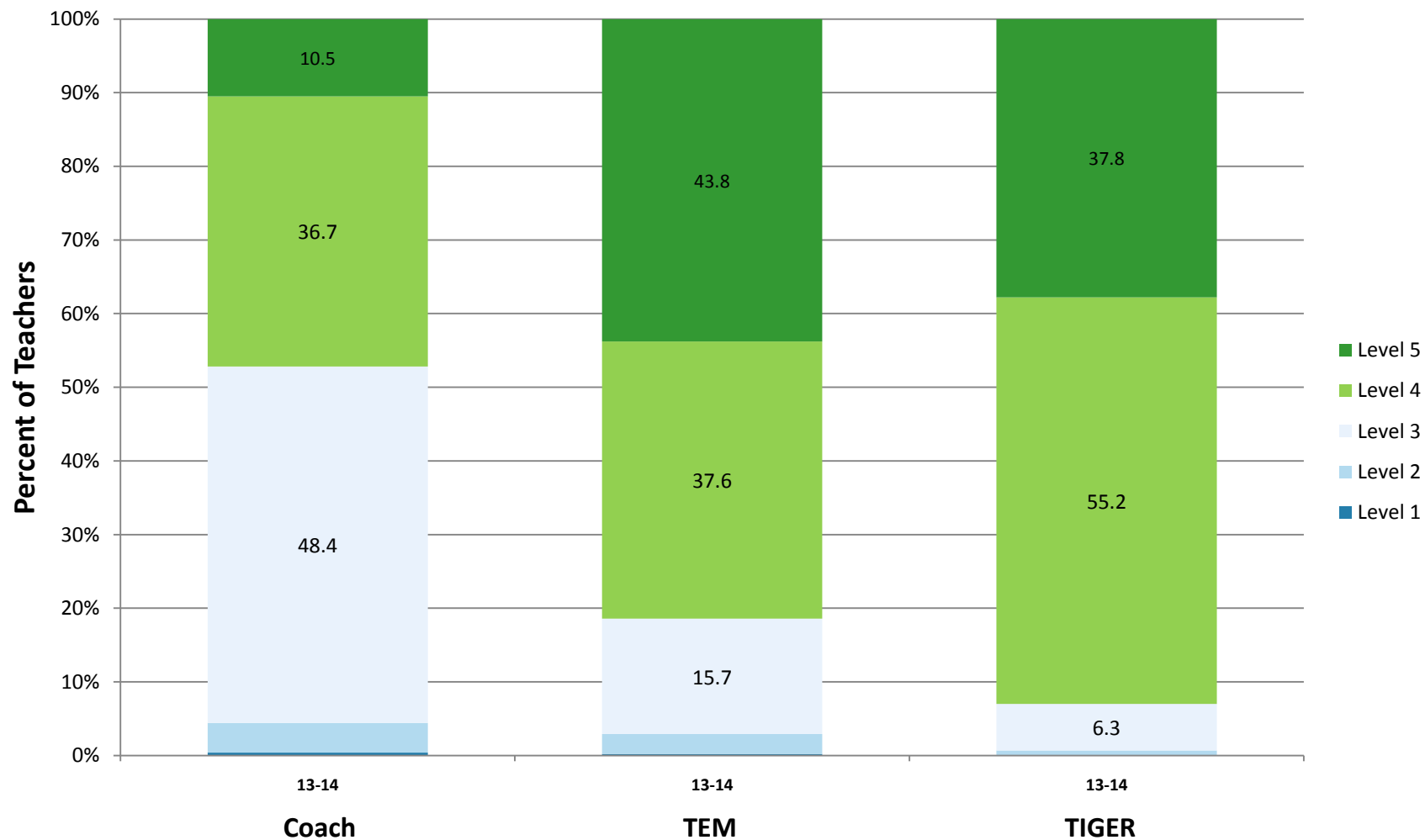
- Early results for 2013-14
- Other notable developments
- Principal Evaluation update
- 2014 TEAM report

TEAM

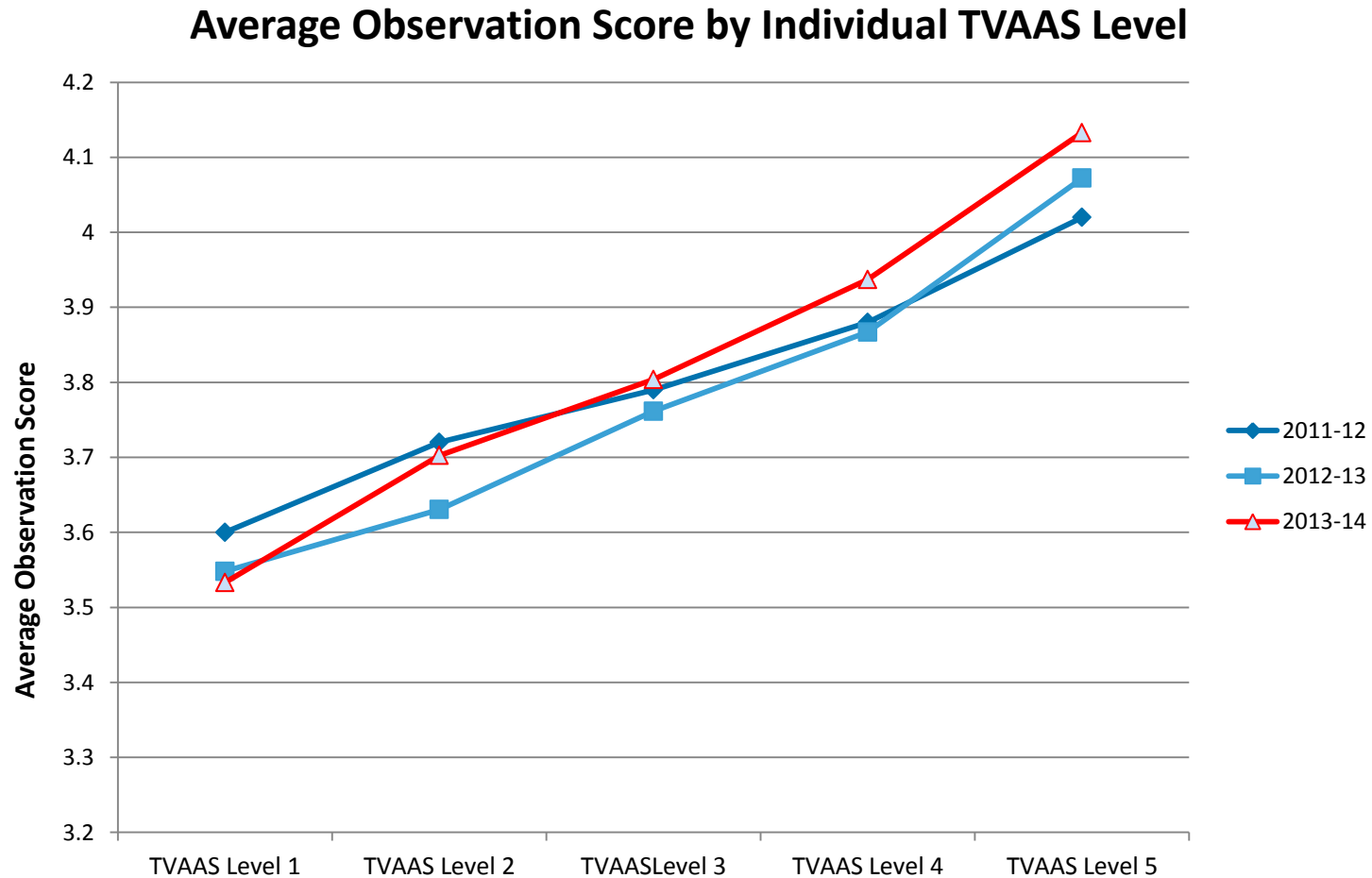
Observation distribution



Observation distributions alternate models 2011-12 and 2012-13

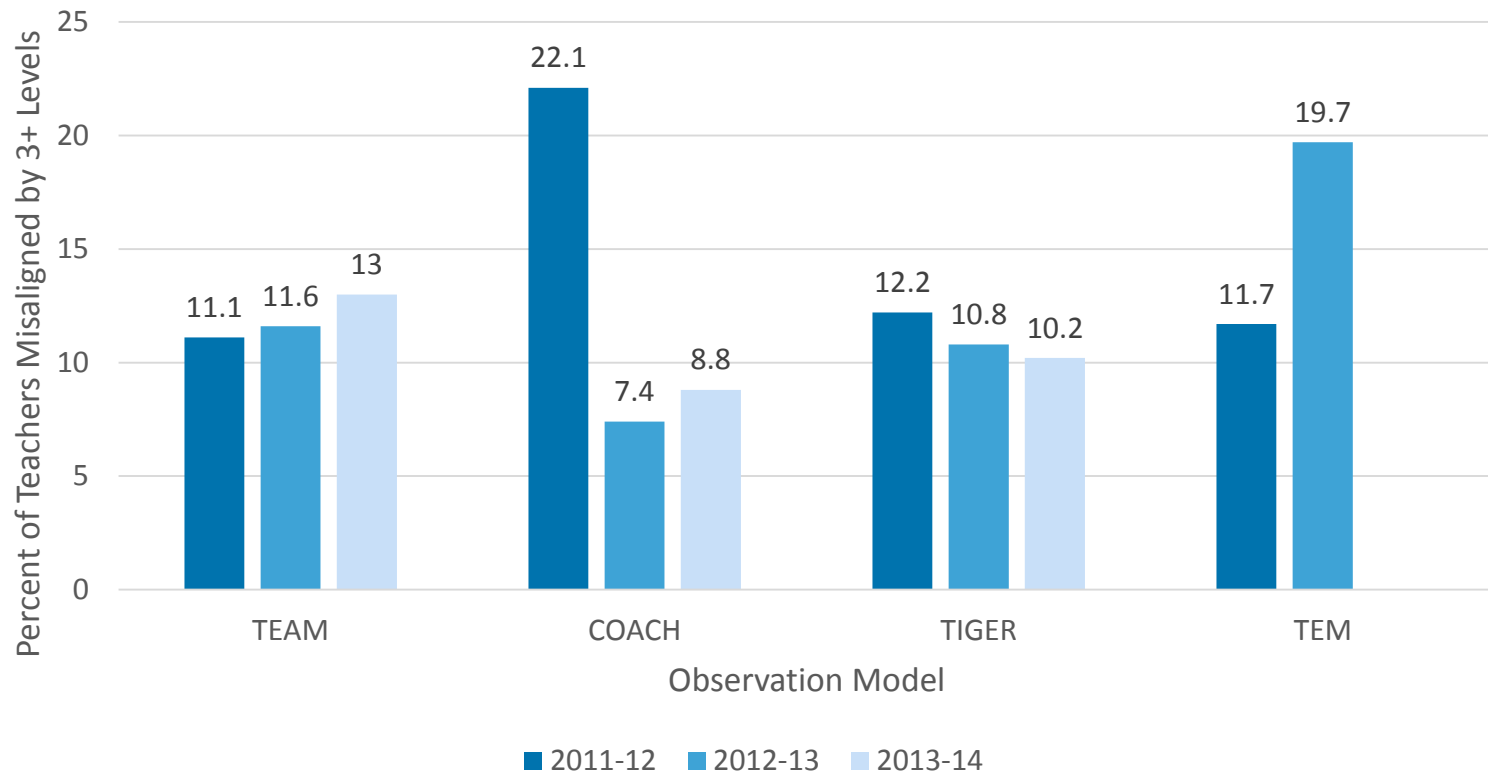


Observations continue to be predictive of growth



Misalignment Rates

Misalignment of Individual TVAAS and Observation Scores by Observation Model (3+ Levels)



TEAM Coaches

- Eight coaches work regionally to provide targeted support to identified schools
- Coaching efforts again showed a positive impact on support schools
- Schools that received support in 2012-13 continued their rigorous evaluation practices even without direct support in 2013-14
- TEAM coach work continues to evolve each year based on school, district and regional needs

Other Developments

- Student survey results appear predictive of both observation and growth scores
- 80 districts are planning on taking advantage of flexibility options that exist within current State Board policy
- We are making progress on individual growth score coverage

TEM Observation Model Updates

■ Rubric Updates

- Made adjustments to weighting across domains
- Increased rigor for Level 5 descriptors
- Incorporated more student-focused language

■ Revised Alternate Educator Rubrics

- Greater TNCore alignment

■ Process Updates

- Encourage early self-assessments and walkthroughs
- Observation requirements based on prior performance
- Greater focus on unannounced visits

TIGER Observation Model Updates

- Adopting TEAM rubric for 2014-15
- Maintaining TIGER process with focus on over-time support and summative scoring
- Transitioning to state data system

Achievement Framework for Effective Teaching (ASD) Observation Model Updates

- Updating rubric to narrow focus on most important instructional practices
- Adjusted process to emphasize coaching and support

Principal Evaluation

- Successful pilot in 2013-14 resulted in improvements to state model
- Rubric focuses on core competencies of school leadership – teacher development, leveraging educator strengths, rigorous standards and instruction
- Teacher Perception Survey piloted
- Summer training and certification
- Regional through-year supports

Teacher Evaluation Focus for 2014-15

- Working to build capacity across the state to deliver specific, high quality feedback to teachers
- Emphasizing local decisions to ensure evaluation systems align with local needs and preferences
- Continuing to develop and spread strong practices
 - Student surveys
 - Co-observations
 - Portfolio Growth Models

TEAM 2014 Report

- TDOE will release a comprehensive fall report on evaluation and support
- Planning to share with SBE at October workshop